

**UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD
REGION 28**

STARBUCKS CORPORATION

Employer

and

Case 28-RC-286556

WORKERS UNITED

Petitioner

ORDER RESCHEDULING ELECTION

On January 7, 2022, a Decision and Direction of Election (Election) issued in the above-captioned matter, scheduling a mail-ballot election to begin on January 14, 2022, at 2:00 p.m. (Pacific Time Zone) and concluding on January 28, 2022, at close of business.

On January 10, 2022, the Employer informed the Regional Director that the store at issue in this matter (Store #5610) was closed until at least January 12, 2022, due to COVID-19 concerns. Accordingly, the Employer asked for the start of the election to be postponed in order to provide adequate time for the Notice of Election to be posted at the facility in accordance with the Board's Rules and Regulations. Accordingly, and for good cause shown,

IT IS HEREBY ORDERED that the election in this matter be, and hereby is, rescheduled to the dates and times, and in the manner described below.

The ballots will be mailed to employees employed in the appropriate collective-bargaining unit. At **2:00 p.m. (Pacific Time Zone) on January 19, 2022**, ballots will be mailed to voters from the National Labor Relations Board, Region 28. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by **January 26, 2022**, should communicate immediately with the National Labor Relations Board by either calling the Regional Office at (602) 640-2160 or the Agency's national toll-free line at 1-844-762-NLRB (1-844-762-6572).

Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 28 office by close of business on **February 2, 2022**. All ballots will be commingled and counted by an agent of Region 28 of the National Labor Relations

Board on the earliest practicable date after the return date for mail ballots.¹ In order to be valid and counted, the returned ballots must be received in the Regional Office prior to the counting of the ballots.

IT IS FURTHER ORDERED that, pursuant to Section 102.67(k) of the Board's Rules, the Employer must post copies of the Notice of Rescheduled Election accompanying this Order in conspicuous places, including all places where notices to employees in the unit found appropriate are customarily posted. The Notice must be posted so all pages of the Notice are simultaneously visible. In addition, if the Employer customarily communicates electronically with some or all of the employees in the unit found appropriate, the Employer must also distribute the Notice of Rescheduled Election electronically to those employees, to all of the email addresses contained on the voter list, including their work emails and all of their available personal email addresses. The Employer must post copies of the Notice at least 3 full working days prior to 12:01 a.m. of the day of the election and copies must remain posted until the end of the election. For purposes of posting, working day means an entire 24-hour period excluding Saturdays, Sundays, and holidays. However, a party shall be estopped from objecting to the nonposting of notices if it is responsible for the nonposting, and likewise shall be estopped from objecting to the nondistribution of notices if it is responsible for the nondistribution. Failure to follow the posting requirements set forth above will be grounds for setting aside the election if proper and timely objections are filed.

Dated at Phoenix, Arizona, this 11th day of January 2022.

/s/ *Cornele A. Overstreet*

Cornele A. Overstreet, Regional Director

¹ If, on the date of the count, the Regional Office is closed, or the staff of the Regional Office is working remotely, the count will be done remotely. If the Regional Director determines this is likely, a reasonable period of time before the count, the parties will be provided information on how to participate in the count by videoconference.